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Analysis of Employment & Ethnocultural Origins

By:

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Policy & Research,
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Multiculturalism & Citizenship

Table of Contents

Highlights

- 1. Background and Introduction**
- 2. Discussion of Source Data**
- 3. Statistical Analysis**
- 4. Industrial Composition of the Canadian Labour Force**
- 5. Ethnocultural Composition of the Canadian Labour Force**
- 6. Ethnocultural Participation in Canadian Industries**
- 7. Self-Employment: Ethnocultural and Industrial Factors**
- 8. Conclusions**
- 9. Statistical Annex**

ANALYSIS OF EMPLOYMENT AND ETHNOCULTURAL ORIGINS

HIGHLIGHTS

The major findings of this study are:

- despite a great deal of ethnocultural diversity, the Canadian employed labour force is predominantly of British or French heritage (comprising 72%).
- some ethnic groups tend to be over-represented in certain industries. The populations most distinctive in this respect were Jewish, Portuguese, Latin American and Black.
- the following industries tended to have a labour force whose ethnic composition was dissimilar from the Canadian average: Clothing Manufacturing, Agriculture, Knitting Mills, Forestry, Leather Industries, Fishing, Trapping and Textiles.
- about 11% of employed persons from non British/French groups were self-employed compared to a Canadians rate of 9%. This rate was very high for certain groups; 21% for Jewish, 16% for Swiss, 16% Belgian & Luxembourg, and 15% for Korean and Japanese.
- non British/French accounted for 32% of the employed labour force but about 40% of the self-employed labour force.
- male self-employment rates were higher than female self-employment rates (12% compared to 5%). As well, ethnic groups with high male self-employment rates tended to have higher than average female self-employment rates.

ANALYSIS OF EMPLOYMENT AND ETHNOCULTURAL ORIGINS

1. Background and Introduction

Purpose

This report presents analyses, based on the 1981 Census, concerning the role of various ethnocultural groups in the economy. The specific research questions are:

- What are the sizes of various ethnocultural groups in Canada's employed labour force?
- What industry differences exist in the ethnic composition of the labour force? That is, are any ethnic groups more likely to be employed in particular industries?
- What are the ethnocultural and industrial differences in the extent of self-employment in the labour force?

These research results indicate the difference between industrial distribution of employed ethnocultural groups and that of other Canadians. Drawing a simple conclusion about an ethnocultural group over-represented in an industry is difficult. The interpretations are varied:

- it could indicate discrimination in one sector, forcing certain ethnic groups to seek employment elsewhere.
- it could indicate that members of an ethnocultural group were attracted to an industry because it was prevalent in their home country.
- ethnic groups which value advanced education will likely seek employment in industries where their education is valued.
- it could be that an ethnic group migrated to Canada at a time when that industry was growing, or when immigration policy favored persons with that type of training.

Despite some interpretation problems, the results here represent only the early stages of ongoing research to better understand why the distinctive employment patterns of ethnic groups exist and what the appropriate policy response is.

Previous Research

This report builds on previous research conducted by Multiculturalism concerning the importance of ethnic groups to the Canadian economy; Participation of Ethnocultural Groups in Canadian Industries, March 1986 and Highlights of Self Employment of Ethnocultural Groups in Canada. These reports drew certain preliminary conclusions:

- immigrants play a major role in self-employment; and,
- lower reported rates of self-employment for some ethnic groups compared to the national average rate of self-employment should be looked at carefully.

2. DISCUSSION OF SOURCE DATA

Using census data to understand the factors leading to variation between ethnic groups in labour force participation is not an easy task.

When discussing both self-employed status and ethnic status, the measurement tool must be kept in mind. In both cases, the information is self-reported and so interpretation of the question can be crucial.

An individual who has founded a small incorporated company may continue to consider himself/herself to be self-employed while, in actual fact, technically being an employee of the company. How the individual sees himself or herself will affect how the question is answered.

The measurement of ethnic status using Census data is also problematic. In 1981, the Census question determining ethnicity was worded as follows:

**"TO WHICH ETHNIC OR CULTURAL GROUP DID YOU OR YOUR
ANCESTORS BELONG ON FIRST COMING TO THIS CONTINENT?"**

The extent to which an individual answering this question valued, or may even have been aware of, their ethnic background probably affected their response to this question. The question of multiple identification was one specific problem which was addressed by the authors of the March 1986 report. The authors noted that:

" For some groups, further analysis was required, since a significant number of respondents gave more than one origin. Similarly, groups based on factors

of physical appearance such as visible minorities require additional analysis, since for instance, the census question did not necessarily elicit responses such as "Black" from all those persons with a black heritage. "French", "British", "Haitian" or "Jamaican" would be other answers such individuals might give. "

The wording also raises the question as to how citizens of the United States, or ancestors of citizens, might be counted.

One other factor deserves to be mentioned in connection with this study. Due to the immigration history of Canada, the population is dominated by individuals belonging to two groups, British and French. Tables 2 and 3 following will present data on the breakdown of the employed Canadian population using the ethnocultural classification available from 1981 census data. Of the total, 66.1% reported their ethnic origin as British only or French only. Following these two groups, the next largest reported ethnic group is the German group, at 7.5%. In relation to the two dominant groups, individuals identifying themselves as German in 1981 were out-numbered approximately 3:1 by the French group and approximately 5.5:1 by the British group. Given this advantage of sheer size, and the advantage of shaping the institutions and opportunity structures which later groups encounter, it may be argued that these two groups enjoy a competitive advantage in comparison to other, more recent migrant groups. For these, and no doubt other good reasons, it may not be surprising later in the analysis that the British and French groups may be over-represented in comparison to newer arrivals in positions of power, authority, or influence.

This report intends to examine relative rates of under- and over-representation between ethnic groups based on self-reported census data. The next section will outline the techniques used to assess whether or not a group can be considered under- or over-represented.

3. STATISTICAL ANALYSIS

Apart from the implications of the source data, (the 1981 Census of Canada), the predominance of the English and French ethnocultural groups and the historical experience of groups and historical experience of migration in Canada, it would be useful to spend some time discussing concerns associated with measuring under-representation and over-representation of various groups in broad industrial sectors.

One obvious factor affecting any statistical discussion, which can be culled from Table 2 is that a great deal of variation exists between groups in terms of absolute numbers; from 4,823,000 British Only to 23,350 Swiss. It is unlikely that the smaller groups would be represented in all industrial sectors in the same proportion as larger groups. Apart from size, the period of immigration and ethnocultural characteristics of the group would tend to distort a pattern of equal representation. The fact that immigration policy has changed over time emphasizing different selection criteria and using different formal immigration channels would also lead to variation.

Differences should be expected due to the self-selection entailed in migration. Migrants have usually chosen to leave their country of birth. They have satisfied immigration criteria which often favors entrepreneurs and skilled labour. If these characteristics are passed on for even a few generations, one should not expect that ethnic groups would have homogeneous economic and employment characteristics.

The reader should be aware that "significant" is used in a statistical sense and is not meant to imply or convey any invidious or negative policy implications.

Rather than focus on detailed differences among occupational groups, the following broad industrial/occupational classification will be used: Resources, Manufacturing, Construction, Transportation and Utilities, Finance, Insurance and Real Estate, Trade, Community, Business and Personal Services, Public Administration and Defense.

Much of the analysis in this report will be based on the Relative Concentration of ethnic groups in various industries. Relative concentration will relate the percentage of an ethnic group employed in an industry to the percentage of the remainder of the Canadian population employed in that industry.

Percent of Ethnic Group in an Industry
Relative Concentration=
Percent of Other Canadians in an Industry

Values of Relative Concentration greater than one will indicate that more members of an ethnic group are employed in an industry than one would have expected based on the proportion of other Canadians employed in that industry.

Similarly, values of Relative Concentration less than one will indicate that fewer members of an ethnic group are employed in an industry than one would have expected based on the proportion of other Canadians employed in that industry.

For the purposes of this report, the terms Over-Representation and Under-Representation do not imply that there are "too many" or "too few" of any ethnic group in an industry. The terms are intended only to imply "more" or "fewer".

Due to sampling errors small fluctuations in this index are expected. Only substantial departures from one will be noted in the text. Significance tests using a Chi-Square test for a 2x2 contingency table had to be significant at the 5% level before individual values of the relative concentration are displayed.

Dissimilarity of an ethnic group is an indicator of the amount of difference between the industrial distribution of its labour force and that of the Canadian population.

Mathematically, dissimilarity is based on the Relative Concentrations defined above: Dissimilarity for an ethnic group is the sum, over industry classifications, of the absolute values of the logarithm of the Relative Concentration. The dissimilarity values then can be used to compare ethnic groups.

The dissimilarity index for an industry is defined in a similar fashion. Dissimilarity for an industry is the sum over ethnic classifications of the absolute values of the logarithm of the Relative Concentration.

4. Industrial Composition of the Canadian Labour Force

Before investigating the relationship between ethnicity and industry, the Table 1 below gives an indication of the industrial composition of the Canadian Labour Force. These data are based on broad industrial classifications, more detailed information is provided in the Statistical Annex.

The data substantiate the major growth in the service sector, now accounting for 29.3% of the employed labour force. Manufacturing, Trade and the Construction, Transportation and Utilities categories follow with 19.2%, 16.9% and 14.6% respectively of the employed labour force. The larger institutional employers, government, insurance companies and banks are found in the Public Administration and Defense, and the Community, Real Estate and Finance categories, 7.6% and 5.4%.

Table 1

Employed Canadian Labour Force, 1981	
Per Cent in Broad Industrial Classifications	
Total	100.0%
Resources	7.1%
Manufacturing	19.2%
Construction, Transportation and Utilities	14.6%
Finance, Insurance and Real Estate	5.4%
Trade	16.9%
Community, Business and Personal Services	29.3%
Public Administration and Defense	7.6%.

5. Ethnocultural Composition of the Canadian Labour Force

As Table 2 and Chart A illustrate, Canada has a very diverse ethnic population. About 41% of the population are British Only, 26% are French Only, and about 5% belong to Visible Minorities. The remainder are chiefly other European ethnic groups and multiple responses.

As Chart A makes clear the size of the British and French populations is substantial (about 72% of the labour force). The next largest groups are German, Italian, Ukrainian, Dutch, Scandinavian and Polish.

CHART A

DISTRIBUTION OF EMPLOYED ETHNIC GROUPS IN CANADA POPULATIONS OVER 100,000 – SELF-EMPLOYED AND WAGE EARNERS, 1981

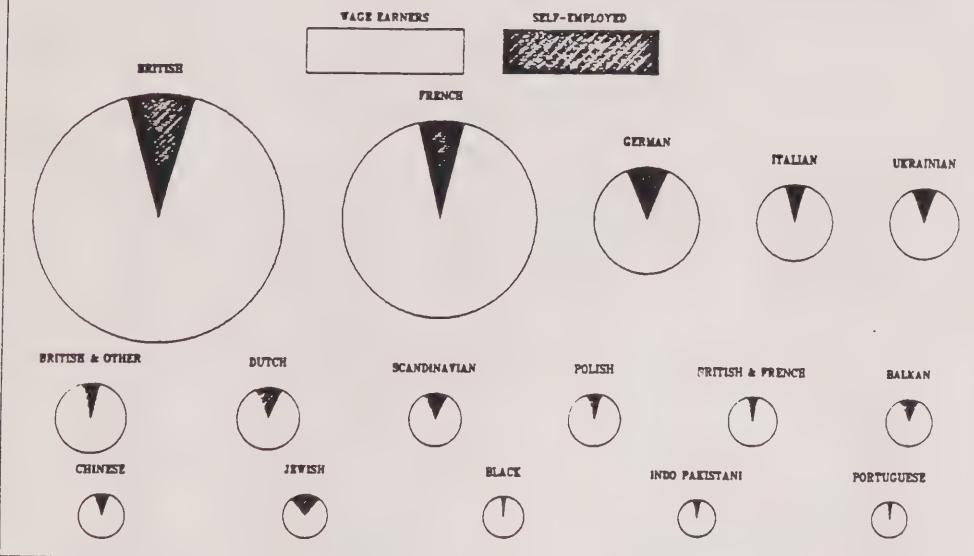


Table 2

Ethnocultural Classification

Canadian Employed Labour Force, 1981

Total Group		
British Only	11,877,035	100.0
French Only	4,823,225	40.6
British & French	3,028,310	25.5
British & Other ¹	188,545	1.6
French & Other ¹	379,040	3.2
British-French & Other ¹	60,100	0.5
British and/or French	42,605	0.4
	8,521,825	71.8
Other Multiple Responses	102,395	0.9
Other Single Responses	3,252,805	27.4
 Total non-British/French ²	 3,836,945	 31.5

¹ These values are multiple responses and are included in the Ethnic Categories below.

² The values below are respondents who indicated a non-British/French ethnic origin either alone or with another ethnic origin.

The non-British/French groups are further categorized in Table 3.

Table 3

Ethnocultural Classification		
Canadian Employed Labour Force, 1981		
Total non-British/French	3,836,945	31.5
Black	135,155	1.1
Chinese	157,240	1.3
Korean & Japanese	35,875	0.3
Indo-pakistani	111,955	0.9
Pacific Islanders	45,455	0.4
South East Asian	24,540	0.2
West Asian & Arab	55,370	0.5
Total Visible Minorities	565,605	4.8
Latin American	27,030	0.2
Baltic	30,875	0.3
Scandinavian	222,015	1.9
Finnish	33,750	0.3
Balkan	175,540	1.5
Russian	36,200	0.3
Swiss	23,350	0.2
Belgian & Luxembourg	32,495	0.3
Hungarian	79,540	0.7
Czech & Slovak	47,020	0.4
Spanish	31,715	0.3
Portuguese	102,435	0.9
Total Selected European	814,950	6.9
German	890,315	7.5
Italian	451,830	3.8
Ukrainian	392,735	3.3
Dutch	302,230	2.5
Jewish	154,485	1.3
Polish	213,195	1.8
Other Ethnic Groups	2,404,790	20.2
Other	24,570	0.2

6. Ethnocultural Participation in Canadian Industries

This section of the report indicates industries which have a significantly over or under representation of some ethnic group in its labour force. Here, "over or under" are in comparison to the ethnic composition of the total Canadian labour force. For broad industrial classifications, over-representation and under-representation values of 3 or more are presented (over 3 times more likely to be in an industry; or, over 3 times less likely). Detailed figures are available in the Annex.

In Chart B each ethnocultural group is compared to the overall employed labour force. They are ranked in the chart by the degree of difference between their industrial distribution and

that of the overall labour force. The groups most dissimilar are the Jewish, Portuguese, Latin American, Black and South East Asian populations. On the other hand, the groups most like other Canadians were British, French, Polish, German and Dutch ethnocultural groups.

CHART B

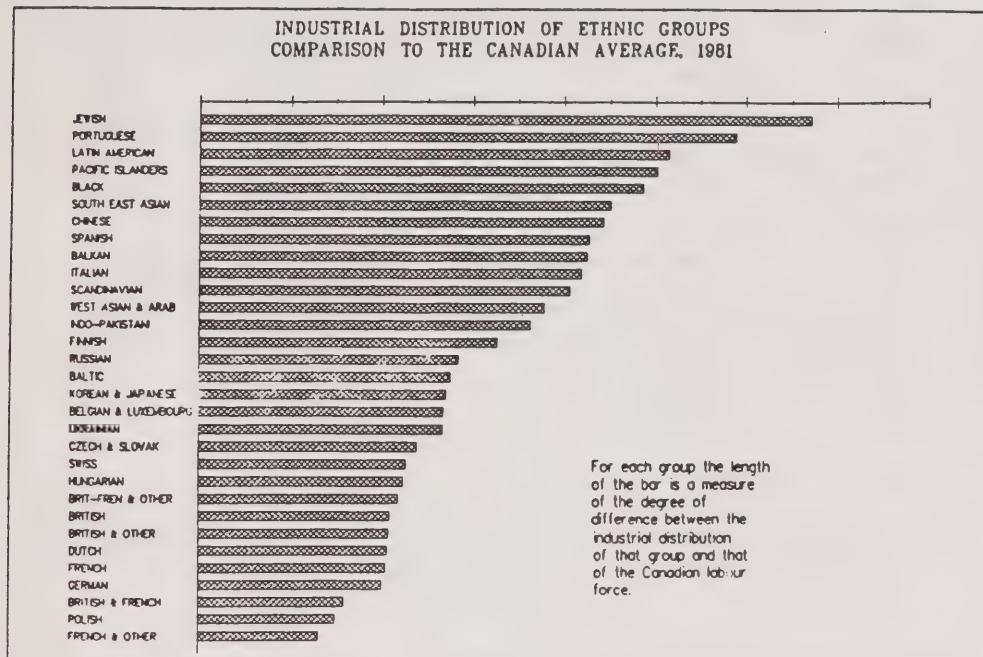


Table 4

Ethnocultural Groups and Broad Industrial Classifications

Industry	Over-Representation	Under-Representation
Agriculture	Belgian & Luxembourg, Swiss and Dutch.	Italians, West Asian & Arab, Chinese, Spanish, Latin American, Jewish, Black, and Pacific Islanders
Manufacturing	Latin American, South East Asian, Portuguese, Spanish	Scandinavian
Trade	Jewish, Korean and Japanese, West Asian & Arab.	Latin American, Portuguese, Pacific Islanders.
Service Industries	Pacific Islanders, Chinese, Jewish	Italian, Portuguese.
Public Administration and Defense	British and French, French Only, British Only	Balkan, South East Asian, Latin American.

A complete set of comparisions for each ethnic group is presented in Chart C to Chart G. Table 4 highlights some of the ethnic groups with significant over-representation and under-representation.

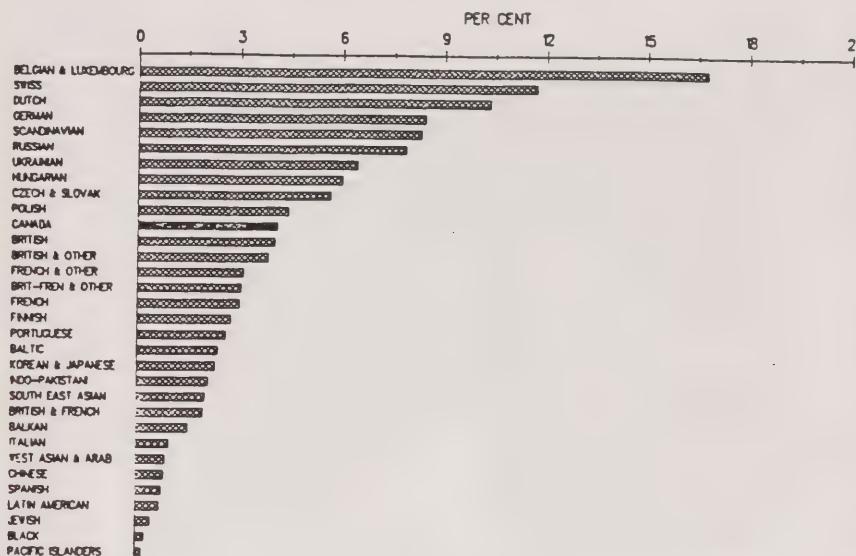
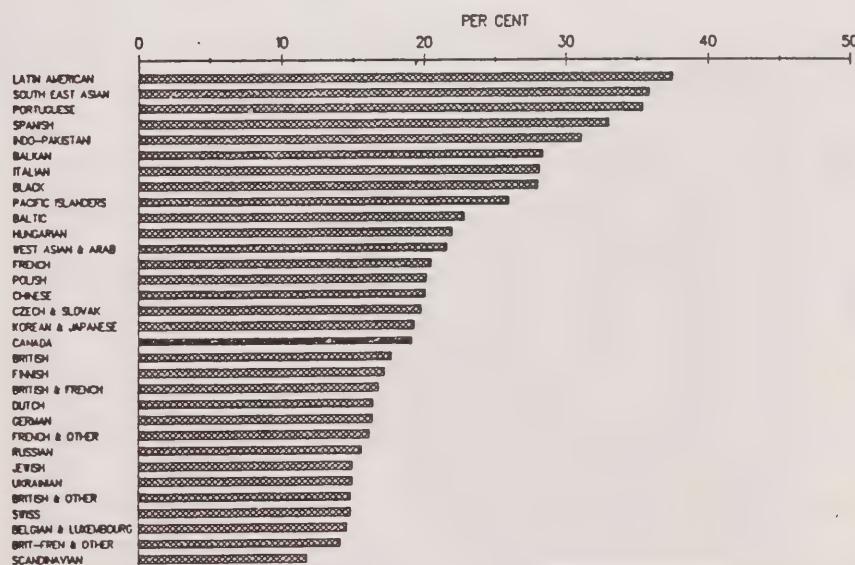
CHART CPER CENT OF THE LABOUR FORCE IN THE AGRICULTURE INDUSTRY
BY ETHNIC GROUP, CANADA 1981**CHART D**PER CENT OF THE LABOUR FORCE IN THE MANUFACTURING INDUSTRY
BY ETHNIC GROUP, CANADA 1981

CHART E

PER CENT OF THE LABOUR FORCE IN THE TRADE INDUSTRY
BY ETHNIC GROUP, CANADA 1981

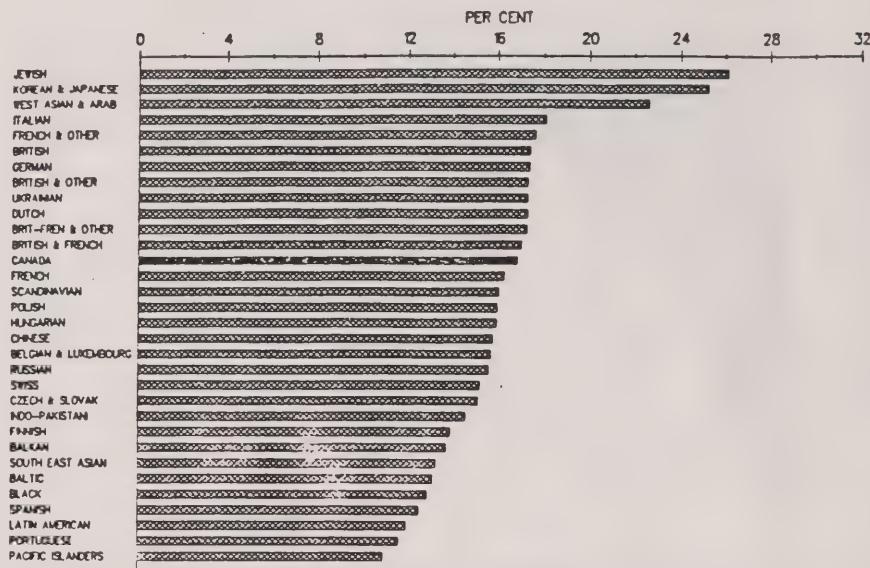


CHART F

PER CENT OF THE LABOUR FORCE IN THE SERVICE INDUSTRY
BY ETHNIC GROUP, CANADA 1981

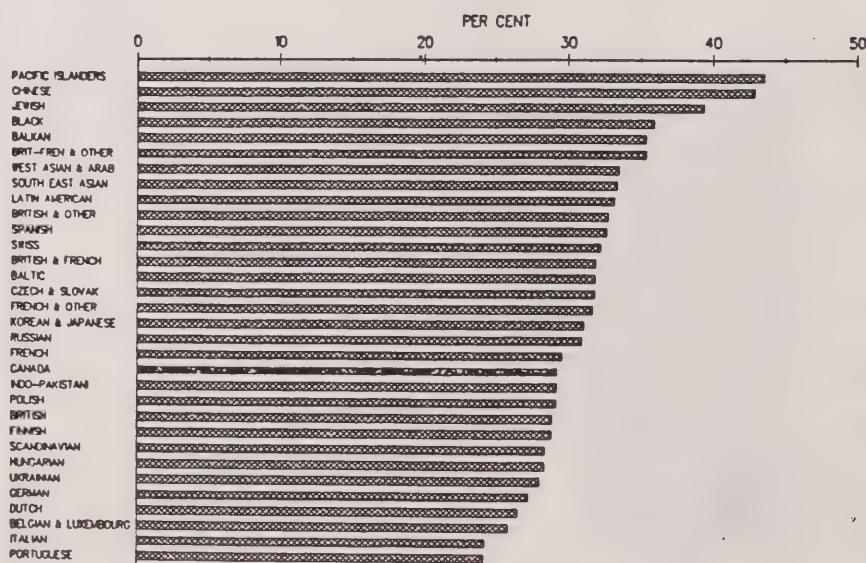
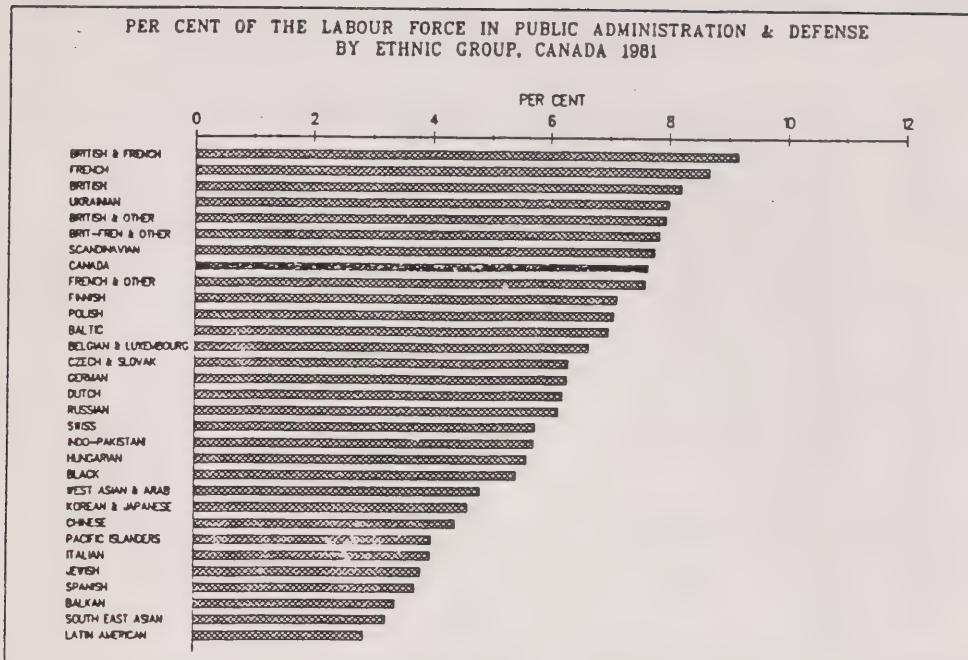


CHART G



Ethnic Distribution of Industry Groups

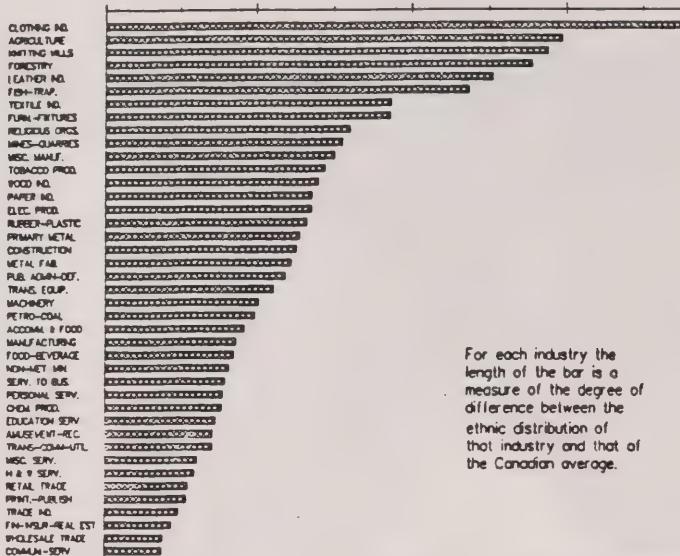
Comparison to the Canadian Average, 1981

Certain industries would appear to have an ethnic composition similar to that of the Canadian labour force; that is, the proportions of the labour force from each ethnic group is about the same as the proportions of the Canadian employed labour force from those ethnic groups. Conversely, certain industries have an ethnic composition significantly different from the Canadian average.

Chart H below, shows the ranking of industries in terms of dissimilarity.

CHART H

ETHNIC DISTRIBUTION OF INDUSTRY GROUPS
COMPARISON TO THE CANADIAN AVERAGE, 1981



The following industries have ethnic compositions quite different from the Canadian average; Clothing Industries, Agriculture, Knitting Mills, Forestry, Leather Industries, Fishing & Trapping, Textiles, Furniture & Fixtures.

Industries with a labour force most similar to the Canadian average, in terms of their ethnic backgrounds were; Community and Business Service, Wholesale Trade, Finance, Insurance and Real Estate.

Industrial Distribution of Ethnic Groups

Comparison to the Canadian Average, 1981

Ethnic groups can be ranked by the extent to which their industrial distribution is the same of the rest of the Canadian labour force. The ranking of ethnic groups by degree of dissimilarity is presented in Chart C. The highest rates of dissimilarity are found among:

- Jewish: over - representation in Knitting Mills, Clothing Industries, and Services to Business Management; Under-representation in all primary industries, Agriculture, Forestry, Fishing and Trapping, Mines, Quarries and Oil Wells, and several non-textile industries.

- Portuguese: over - representation Leather, Textiles, Knitting Mills, Clothing Industries, Furniture and Fixtures. Under - representation in Forestry, Mines, Quarries and Oil Wells, Education and Related Services, Services to Business Management, and Public Administration and Defense.
- Latin American: over - representation several Manufacturing areas including Rubber and Plastics, Leather, Knitting Mills, Clothing Industries, Furniture and Fixtures, Metal Fabricating. Under - representation in Agriculture, Forestry, Mines, Quarries and Oil Wells, and Public Administration and Defense.
- Pacific Islander: over - representation Health and Welfare Services, Knitting Mills, Clothing Industries. Under - representation in Agriculture, Forestry, Construction, Religious Organizations.
- Black: over - representation Rubber and Plastics Products, Knitting Mills, Clothing Industries, Furniture and Fixtures. Under - representation in Agriculture, Forestry, Mines, Quarries and Oil Wells and Wood Industries.
- South East Asian: over - representation several Manufacturing areas including Leather, Textile Industries, Knitting Mills, Clothing Industries, Furniture and Fixtures, Metal Fabricating. Under - representation in Forestry.

Self-Employment: Ethnocultural and Industrial Factors

Small business is a major source of employment growth in Canada. Since small business has a large number of self-employed persons, We are interested in investigating the relationship between ethnicity and self-employment.

The rates of self-employment are as follows:

Table 5

Rates of Self-Employment by Ethnic Group			
Canadian Labour Force, 1981			
Ethnic Group	Self-Employed in Group	Per Cent Self-Employed	Per Cent of Self-Employed
Total Group	1,094,795	9.2	100.0
British Only	418,140	8.7	38.2
French Only	229,015	7.6	20.9
British & French	11,760	6.2	1.1
British & Other ¹	30,175	8.0	2.8
French & Other ¹	4,165	6.9	0.4
British/French & Other ¹	2,980	7.0	0.3
Total British and/or French	696,235	8.2	63.6
Other Single Response	388,870	12.0	35.5
Other Multiple	9,680	9.5	0.9
 Total Non-British/French ²	435,870	11.4	39.8
Black	4,510	3.3	0.4
Chinese	15,655	10.0	1.4
Korean & Japanese	5,275	14.7	0.5
Indo-pakistani	7,470	6.7	0.7
Pacific Islanders	1,050	2.3	0.1
South East Asian	915	3.7	0.1
West Asian & Arab	7,820	14.1	0.7
Total Visible Minorities	42,690	7.5	3.9
 Latin American	1,215	4.5	0.1
Baltic	2,935	9.5	0.3
Scandinavian	31,785	14.3	2.9
Finnish	3,210	9.5	0.3
Balkan	23,500	13.4	2.1
Russian	4,295	11.9	0.4
Swiss	3,825	16.4	0.3
Belgian & Luxembourg	5,335	16.4	0.5
Hungarian	10,580	13.3	1.0
Czech & Slovak	5,960	12.7	0.5
Spanish	2,060	6.5	0.2
Portuguese	4,045	3.9	0.4
Total Selected European	97,530	12.0	8.9
German	114,630	12.9	10.5
Italian	39,360	8.7	3.6
Ukrainian	44,735	11.4	4.1
Dutch	40,790	13.5	3.7
Jewish	32,670	21.1	3.0
Polish	19,900	9.3	1.8
Other Ethnic Groups	292,085	20.3	26.7
Other			

¹ These values are multiple responses and are included in the Ethnic Categories below.

² The values below are respondents who indicated a non-British/French ethnic origin either alone or with another ethnic origin.

Table 6 indicates a substantial variation in self-employment rates by industry. There is a very high rate for agriculture and, not surprisingly, a rate of zero for Public Administration and Defense. More detailed figures are available in the Statistical Annex.

Table 6

Industry	Rates of Self-Employment by Industry		
	Labour Force	Per Cent Self-Employed	Per Cent of Self-Employed
All Industry	1,094,795	9.2	100.0
Agriculture	269,510	55.3	24.6
Manufacturing	64,320	2.8	5.9
Construction	140,065	18.3	12.8
Trade Ind.	220,550	11.0	20.1
Fin-insur-real Est.	25,440	4.0	2.3
Commun.-serv.	291,835	8.4	26.7
Pub. Admin-defense	0	0.0	0.0

CHART I

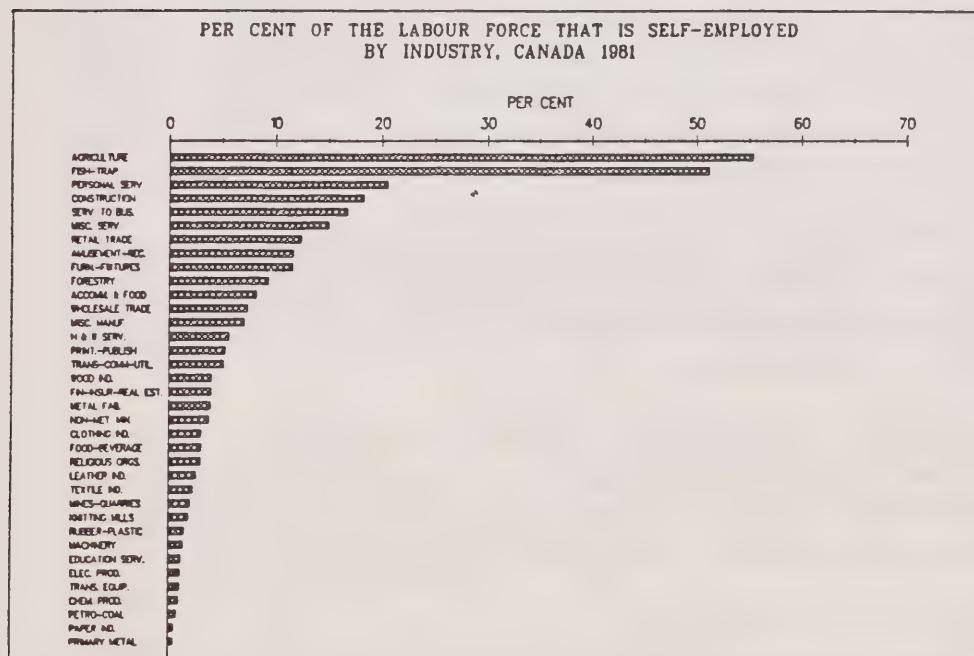
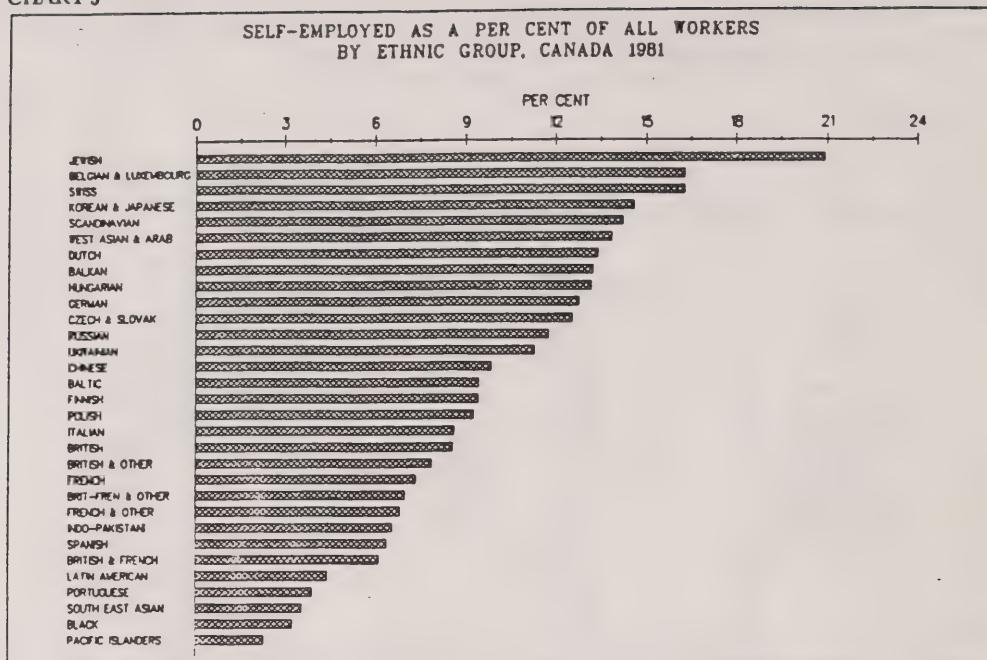


CHART J



While about 9% of the labour force is self-employed, the data above indicate that the rate is much higher for many ethnocultural groups, with rates as high as 21% for Jewish groups. Respondents indicating a non-British/French are about 32% of the general labour force but 40% of the self-employed labour force.

This high rate of self-employment among ethnic groups must be interpreted while keeping in mind the sizes of the ethnic groups in the labour force. Indeed, despite a slightly low self-employment rate amongst the British and French, about 60% of the self-employed labour force are British and/or French.

It is difficult to determine why the relationships exist between ethnicity, industry and self-employment. Are people attracted to certain industries and become self-employed because that is the norm for that industry, or are people first attracted to the prospect of self-employment and therefore drift to industries where self-employment is common?

The highest rates of self-employment were found amongst the Jewish, Swiss, Belgian & Luxembourg, Scandinavian, Balkan and Dutch populations. Relatively low rates were found amongst Pacific Islanders, South East Asians, Blacks and Portuguese.

On the average males have a much higher self-employment rate than females, 12% and 5% respectively. In addition, some interesting correlations are evident; ethnic groups with a high male self-employment rate tended to have a high female self-employment rate as well (see Chart K).

CHART K

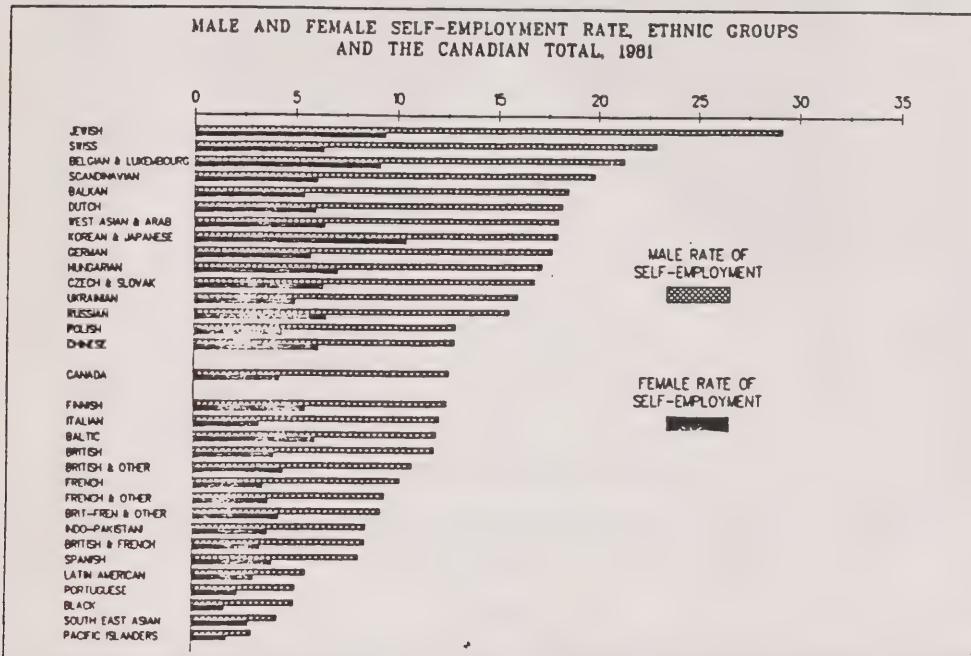


Chart L to Chart O are similar to Charts C to H in presenting information about the proportion of various ethnic groups employed in broad industrial categories and comparing that the the Canadian average. In the present Charts the data refer to the self-employed labour force only.

For example, Chart L indicates that about 25% of the self-employed labour force are in agriculture. A very high proportion of the following groups are in agriculture; Belgian & Luxembourg, Dutch, Scandinavian, Ukrainian, German and Swiss. A very small proportion of self-employed Jewish, Chinese, Blacks and Pacific Islander individuals are employed agriculture.

CHART L

PER CENT OF THE SELF-EMPLOYED LABOUR FORCE IN THE AGRICULTURE INDUSTRY BY ETHNIC GROUP, CANADA 1981

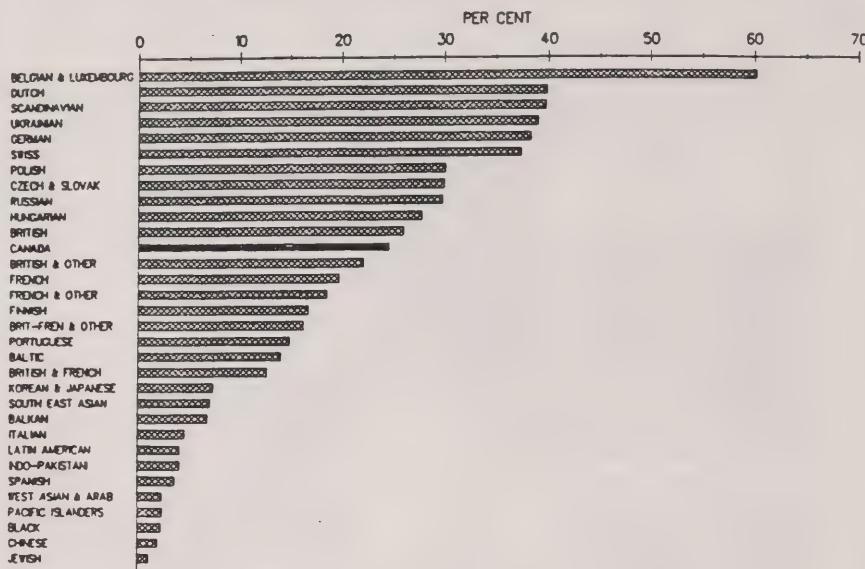


CHART M

PER CENT OF THE SELF-EMPLOYED LABOUR FORCE IN THE MANUFACTURING INDUSTRY BY ETHNIC GROUP, CANADA 1981

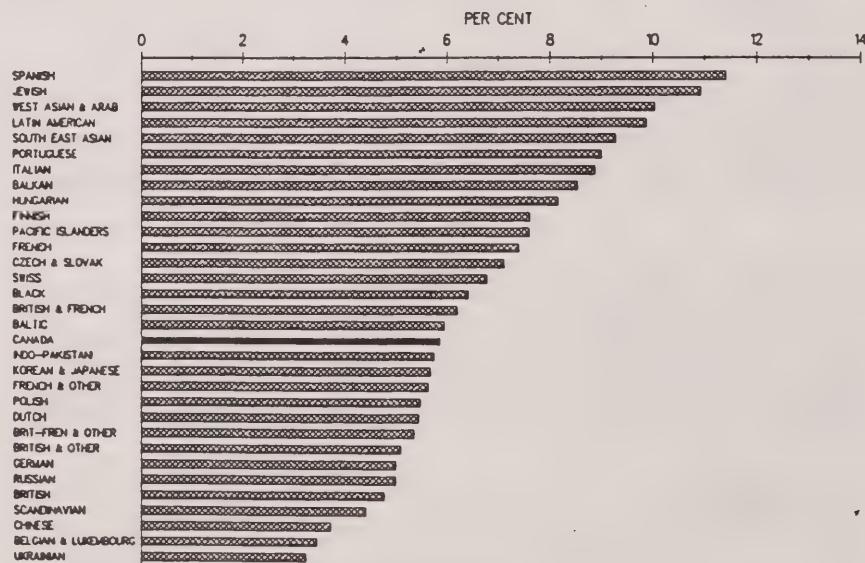


CHART N

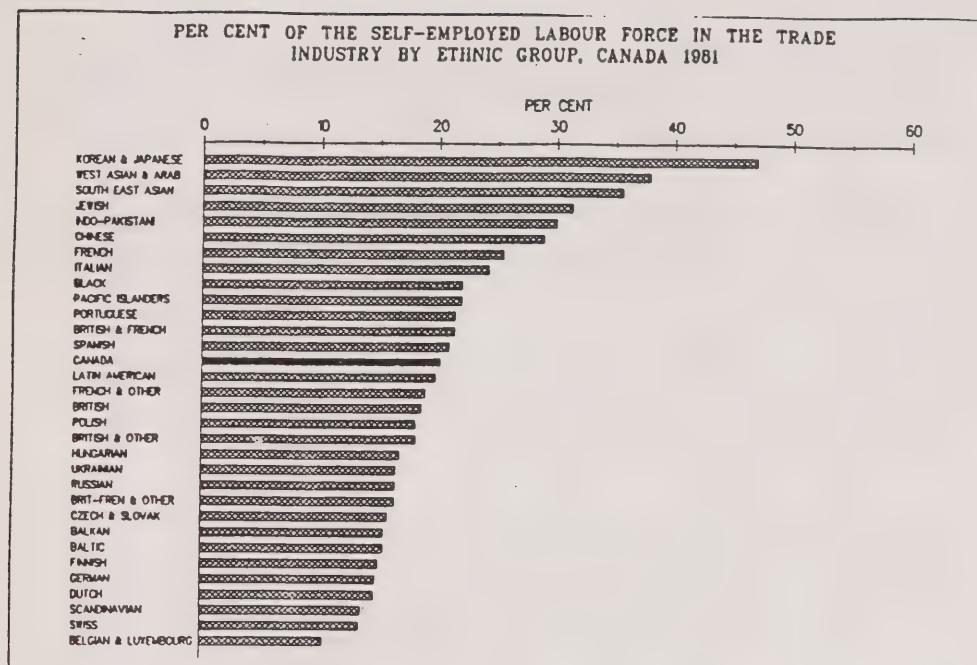
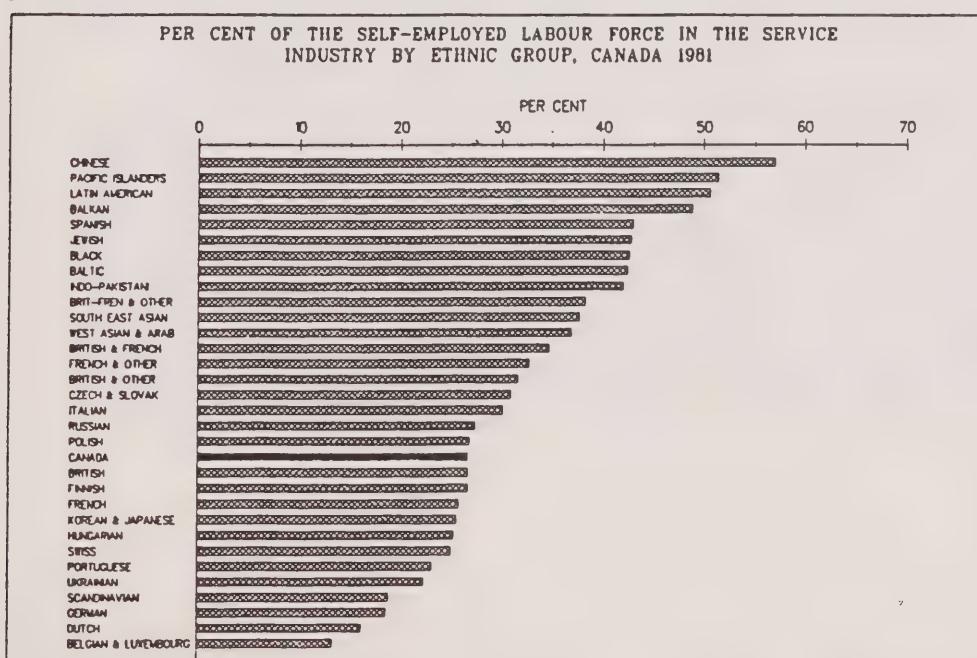


CHART O



Conclusions

It was found that the Jewish, Portuguese, Latin American, Black, Pacific Islander, Black and South East Asian populations have industries where they were more likely to be employed, (more likely than other Canadians).

The employed labour force of certain industries was quite different from the Canadian norm: Clothing Industries, Agriculture, Knitting Mills, Forestry, Leather Industries, Fishing & Trapping and Textiles fell into this category.

The rate of self-employment for most non-British/French groups was higher than the Canadian average, (9% of the employed Labour Force). These populations, non-British/French, make up about 36% of the self-employed population.

It is interesting that the only industrial classification with an over-representation of the largest ethnic groups, British and French, is Public Administration and Defense. This indicates that persons most in a position to influence public policy, the public service, are less likely to come from non-British/French ethnic groups than might be expected based on the population.

The analysis presented here is a simple analysis of the industrial distribution of ethnic groups. It is of interest because it is one indication of social integration of ethnic groups.

The results, though interesting, are incomplete since they tell little of the whys and wherefores. Are certain ethnic groups over-represented in particular industries as a result of racial discrimination? What is the influence of cultural differences in educational attainment? If industrial integration is an indicator of social integration, how does it differ when one compares ethnic groups who are recent arrivals to Canada to those more established? Do ethnic groups which have distinctive employment patterns also have distinctive settlement patterns; that is, is industrial concentration associated with geographic concentration? Information to answer these questions will depend on further research of these and similar data.

Statistical Annex

Industrial Classification

Canadian Labour Force, 1981

Industrial Classification	Size of Labour Force	Percent of Labour Force
All Industry Divisions	11,877,035	100.0
Agriculture	486,995	4.1
Forestry	102,960	0.9
Fishing & Trapping	37,785	0.3
Mines, Quarries, Oil Wells	216,450	1.8
Manufacturing Industries	2,279,360	19.2
Food & Beverage Ind.	313,330	2.6
Tobacco Products	8,535	0.1
Rubber & Plastic Prod.	70,705	0.6
Leather Industries	33,035	0.3
Textile Industries	83,440	0.7
Knitting Mills	22,650	0.2
Clothing Industries	130,025	1.1
Wood Industries	155,115	1.3
Furniture & Fixtures	70,770	0.6
Paper & Allied Ind.	151,315	1.3
Printing & Publishing	140,400	1.2
Primary Metal Ind.	142,175	1.2
Metal Fabricating	195,520	1.6
Machinery (Exc. Elec.)	124,330	1.0
Transportation Equipment	213,880	1.8
Electrical Products	136,720	1.2
Non-Metallic Min. Prod.	71,295	0.6
Petroleum & Coal Prod.	27,220	0.2
Chemical & Chem. Prod.	102,415	0.9
Miscellaneous Manuf.	86,500	0.7
Construction Industry	767,100	6.5
Transp., Comm. & Utilities	960,770	8.1
Trade Industries	2,004,135	16.9
Wholesale Trade	572,560	4.8
Retail Trade	1,431,575	12.1
Finance, Insur. & Real Estate	636,070	5.4
Community, Bus. & Pers. Serv.	3,477,245	29.3
Education & Related Serv.	785,065	6.6
Health & Welfare Serv.	875,605	7.4
Religious Organizations	67,280	0.6
Amusement & Recreation	137,010	1.2
Services to Business Mgmt.	491,100	4.1
Personal Services	187,945	1.6
Accommodation & Food	675,595	5.7
Miscellaneous Services	257,640	2.2
Public Admin. & Defense	908,155	7.6

Rates of Self-Employment by Industry

Canadian Labour Force, 1981

Industry	Labour Force	Per Cent Self-Employed	Per Cent of Self-Employed
All Industry	1,094,795	9.2	100.0
Agriculture	269,510	55.3	24.6
Forestry	9,640	9.4	0.9
Fish-trap.	19,340	51.2	1.8
Mines-quarries	4,465	2.1	0.4
Manufacturing	64,320	2.8	5.9
Food-beverage	9,570	3.1	0.9
Tobacco Prod.	0	0.0	0.0
Rubber-plastic	1,050	1.5	0.1
Leather Ind.	865	2.6	0.1
Textile Ind.	1,915	2.3	0.2
Knitting Mills	430	1.9	0.0
Clothing Ind.	3,995	3.1	0.4
Wood Ind.	6,245	4.0	0.6
Furn.-fixtures	8,200	11.6	0.7
Paper Ind.	755	0.5	0.1
Print.-publish	7,435	5.3	0.7
Primary Metal	625	0.4	0.1
Metal Fab.	7,670	3.9	0.7
Machinery	1,730	1.4	0.2
Trans. Equip.	2,270	1.1	0.2
Elec. Prod.	1,540	1.1	0.1
Non-met. Min.	2,700	3.8	0.2
Petro-coal	200	0.7	0.0
Chem. Prod.	985	1.0	0.1
Misc. Manuf.	6,130	7.1	0.6
Construction	140,065	18.3	12.8
Trans-comm-util.	49,645	5.2	4.5
Trade Ind.	220,550	11.0	20.1
Wholesale Trade	42,395	7.4	3.9
Retail Trade	178,150	12.4	16.3
Fin-insur-real Est.	25,440	4.0	2.3
Commun.-serv.	291,835	8.4	26.7
Education Serv.	9,145	1.2	0.8
H & W Serv.	49,615	5.7	4.5
Religious Orgs.	2,010	3.0	0.2
Amusement-rec.	15,990	11.7	1.5
Serv. To Bus.	82,195	16.7	7.5
Personal Serv.	38,540	20.5	3.5
Accomm. & Food	55,735	8.2	5.1
Misc. Serv.	38,600	15.0	3.5
Pub. Admin-defense	0	0.0	0.0

6.3 Over-Representation of Ethnic Groups in Industry

The following tables present detailed comparisons of each ethnic group by detailed industrial classifications. Only values over 2, indicating an ethnic group is more than twice as likely to be employed in that particular industry than the other employed Canadians.

DEGREE OF OVER REPRESENTATION OF ETHNIC GROUPS
BY INDUSTRY CLASSIFICATION, 1981
(BOTH SEXES - ALL CLASSES OF WORKERS)

	VISIBLE MINORITIES	SELECTED EUROPEANS	OTHER ETHNIC	✓ BRITISH/FRENCH/OTHER \
	V	V	V	V
1	B C K I P S H L B . S F B R S B H C S P G I U D J P B F B	L H O N A O E A A C I A U W E U Z P O E T K U E O R R R R R	K E A I R D C U S T L A N L S I L N E A R R A R T W L I E I I E I E I	R H E A I F H T I T N K S S G G C N T M L A C I I T N T N T N
2	E S N P I C H A N I D I A I S T A H I U A I I H S S I C I I C -	E A C I E S A C I S H A R S G H A N H H S H S H F	E A K I I S A E V A N H N I R H U G H A N H H H H R	E A T T L P A A A A & C I A N I D I A R U V A X E E M B O U U R R G
3	2	2	2	2
4	3	3	3	2
5	3	3	3	2
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321	3	3	3	2
322	2	2	2	2
323	3	3	3	2
324	2	2	2	2
325	3	3	3	2
326	2	2	2	2
327	3	3	3	2
328	2	2	2	2

DEGREE OF OVER REPRESENTATION OF ETHNIC GROUPS

**IN THE MANUFACTURING INDUSTRY, 1981
(BOTH SEXES - ALL CLASSES OF WORKERS)**

6.4 Under-Representation of Ethnic Groups in Industry

The following tables present detailed comparisons of each ethnic group by detailed industrial classifications. Only values over 2, indicating that other employed Canadians are more than twice as likely to be employed in that particular industry than members of that ethnic group.

DEGREE OF UNDER REPRESENTATION OF ETHNIC GROUPS
BY INDUSTRY CLASSIFICATION, 1981
(BOTH SEXES - ALL CLASSES OF WORKERS)

	/ VISIBLE MINORITIES	/ SELECTED EUROPEANS	/ OTHER ETHNIC	/ BRITISH/FRENCH/OTHER \
Agriculture	15	5	22	2
Forestry	14	6	5	6
Fishing & Trapping	4	8	4	9
Mining, Quarries, Oil Wells	6	9	3	8
Manufacturing Industries	3	2	2	3
Construction Industry	2	3	5	4
Transp., Comm. & Utilities	4	6	5	8
Wholesale Trade	2	3	3	2
Retail Trade	4	7	7	3
Trade Industries	2	5	2	6
Finance, Insur. & Real Estate	3	5	2	3
Community, Bus. & Pers. Serv.	5	2	3	2
Public Admin. & Defense	2	3	2	2

**DEGREE OF UNDER REPRESENTATION OF ETHNIC GROUPS
IN THE SERVICE INDUSTRY ACCORDING TO GENDER**

(BOTH SEXES - ALL CLASSES OF WORKERS)

DEGREE OF UNDER REPRESENTATION OF ETHNIC GROUPS
IN THE MANUFACTURING INDUSTRY, 1981
(BOTH SEXES - ALL CLASSES OF WORKERS)

	Food & Beverage Ind.	Tobacco Products	Rubber & Plastic Prod.	Leather Industries	Textile Industries	Knitting Mills	Clothing Industries	Wood Industries	Furniture & fixtures	Paper & Allied Ind.	Printing & Publishing	Primary Metal Ind.	Metal Fabricating	Machinery (Exc. Elec.)	Transportation Equipment	Electrical Products	Non-Metallic Min. Prod.	Petroleum & Coal Prod.	Chemical & Chem. Prod.	Miscellaneous Manuf.	Manufacturing Industries	
	2	4	2																			
B	C	K	I	P	S	H	L	B	S	F	B	R	S	B	H	C	S	P	G	I	U	D
L	H	O	N	A	O	E	A	A	C	I	A	U	W	E	U	Z	P	O	E	I	K	U
A	I	R	D	C	U	S	T	L	A	N	L	S	I	L	N	E	A	R	T	W	H	E
C	N	E	O	I	I	T	I	N	N	K	S	S	G	C	N	T	M	L	A	R	T	R
K	E	A	-	F	H	I	T	I	N	I	D	I	A	S	I	A	H	I	U	A	I	I
S	N	P	I	A	A	N	I	N	A	N	A	S	S	G	N	A	N	A	I	N	T	N
E	&	K	A	C	E	S	A	C	H	N	H	N	N	A	N	N	N	N	A	I	C	I
J	I	I	S	A	E	V	N	R	I	L	L	O	V	A	N	N	N	N	O	N	&	N
A	T	A	L	P	A	A	N	N	I	I	A	N	X	E	E	N	N	N	L	Y	F	B
N	I	N	S	A	N	S	I	N	R	I	A	N	E	E	N	N	N	N	L	Y	R	B
I	E	E	A	R	A	R	A	N	N	R	A	N	E	E	N	N	N	N	L	Y	R	B
S	S	E	S	S	E	E	S	S	E	S	E	S	E	S	S	S	S	S	E	E	E	E
B	B	A	B	B	O	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B
G	G	G	G	G	G	G	G	G	G	G	G	G	G	G	G	G	G	G	G	G	G	G

/ VISIBLE MINORITIES / V SELECTED EUROPEANS / V OTHER ETHNIC / V BRITISH/FRENCH/OTHER \

